

WE CLAIM:

1. A method for implementing a drug free workplace policy at an entity site, said method comprising the steps of:

- (i) establishing a drug free workplace policy;
 - (ii) selecting and training a designated employer representative;
 - (iii) training employees as to said drug free workplace policy;
 - (iv) training supervisory personnel of the employer as to legal guidelines for drug testing of employees;
 - (v) selecting a collection center for collection of a test sample; and,
 - (vi) selecting a testing laboratory for introduction of said test sample into
- a drug test assay,
- wherein digital electronic apparatus is employed in at least two of steps (i) through (vi) of said method.

2. The method of claim 1, wherein said digital electronic apparatus comprises at least one computer processing unit.

3. The method of claim 2, wherein said method employs at least a first and a second computer processing unit and a communications link between said first and second processing units.

4. The method of claim 3, wherein said communications link comprises a secure link.

5. The method of claim 4, wherein said secure link is selected from the group consisting of a secure dedicated land line, a secure intranet link, a secure wireless link, and a secure encrypted internet link.

6. The method of claim 2, wherein said method employs two automated computer processing units interconnected as part of a data network.

7. The method of claim 6, further comprising auditing through digital electronic apparatus in a manner effective to create a digital record of the instructions issued from a user at said computer processing unit during a working session comprising one or more of said steps.

8. The method of claim 7, further comprising authenticating through digital electronic apparatus that said record reflects processing of instructions sufficient for substantial completion of each step of the method, wherein said authenticating process comprises comparing an actual user activity to a model user activity and finding that both of said activities are substantially the same.

9. The method of claim 8, wherein said actual user activity so compared comprises a user action time and said model user activity so compared comprises a model user action time.

10. The method of claim 8, wherein said actual user activity so compared comprises a user database accession activity sequence and said model user activity so compared comprises a model user database accession activity sequence.

11. The method of claim 8, further comprising certifying through digital electronic apparatus that said at least one step has been substantially completed by a process of determining that said audit process and said authenticating process are substantially complete.

12. The method of claim 7, wherein said step for training supervisory personnel comprises one or more digital training materials for teaching both of (a) risks associated with a possible employee legal challenge to an allegedly-unfair drug test and

(b) a proposed legal defense for an employer to assert as a fairness rationale for a drug testing program.

13. The method of claim 3, further comprising the additional steps of:
randomly selecting through digital electronic means an employee for a drug test,
collecting a test specimen at said selected collection center,
transmitting said test specimen to said selected test laboratory, conducting a diagnostic assay and digitizing the resultant data thereof,
communicating said digitized test result on said communications link to one or more of said computer processing units, and
securing the integrity of said communication of said test result data.

14. The method of claim 13, wherein said integrity-securing step comprises communicating said test result data in a manner effective to prevent one or more of : (a) data corruption; (b) tampering; (c) unauthorized access; and (d) non-confidential disclosure.

15. The method of claim 14, wherein said integrity-securing step is implemented at least in part by at least one automated computer security routine.

16. The method of claim 15, wherein said integrity-securing step comprises two or more partially-redundant computer security routines.

17. The method of claim 16, wherein said partially-redundant computer security routines include at least one firewall.

18. The method of claim 16, wherein said computer security routines include at least one high-level data encryption step.

19. The method of claim 14, wherein said method is implemented at least in part over a distributed data network.

20. The method of claim 19, wherein said distributed data network comprises at least one of an internet connection, an intranet, or a website.

21. The method of claim 20, wherein each of ordinal steps (i) through (vi) is substantially completed before the successive ordinal step is begun.

22. The method of claim 15, further comprising at least one of the additional steps of:

- (A) selecting a medical review officer;
- (B) selecting a substance abuse professional;
- (C) conducting an auction to select at least one service from the group of services consisting of: a collection site service, a test laboratory service, a medical review officer service, a medical substance abuse professional service, and a legal substance abuse professional service;
- (D) conducting a consultation between the designated employer representative and a medical review officer;
- (E) conducting a consultation between the designated employer representative and the substance abuse professional; and
- (F) conducting an adverse action review.

23. The method of claim 22, wherein said at least one additional step comprises an automated computer processing step and wherein the drug test assay is performed to yield drug test results.

24. The method of claim 23, wherein at least additional steps (A)-(C) are performed by digital electronic apparatus.

25. The method of claim 23, wherein at least additional steps (D)-(F) are performed by digital electronic apparatus.

26. The method of claim 23, wherein each of additional steps (A)-(F) is performed by digital electronic apparatus.

27. The method of claim 23, wherein each of said additional steps (A)-(F) is substantially completed by digital electronic apparatus in ordinal fashion beginning with step (A) and proceeding through step (F) before commencement of a following ordinal step.

28. An adaptable computer-implemented system for implementing an employer's drug use policy, comprising:

at least one computer memory;

a system administrator interface through which a system administrator may substantially instantaneously request updating of information in a first database relative to at least one of (a) current employer drug use policies; (b) drug use policy training materials for employees and supervisors; (c) legal standards for acceptable employer drug use policies; (d) insurance standards for employer drug use policies; (e) preferred providers for services relating to drug use policies ; and (f) secured input and output data for individual employee drug test assay results

a user interface with which a user can issue a request for access to information in a second database related to the employer drug policy and stored in a computer memory linked to said user interface;

a central master control processor for processing said user request for access;

an information validator operational at said central master control processor to refuse user access to said second database if said second database contains substantially unreliable information; and

a redirector operational at said central master control processor for redirecting the user access request to a database deemed to contain more reliable information when said second database is deemed to contain substantially unreliable information..

29. The system of claim 28, wherein said first and second databases share at least some common information.

30. The system of claim 29, further comprising a security module.

31. The system of claim 30, wherein said security module comprises at least one of a firewall and a high-level encrypter/decrypter.

32. The system of claim 31, further comprising at least one output device for access to information from at least one of said databases.

33. The system of claim 32, further comprising at least one electronic data communications link for remote processing of requests relating to at least one of said databases.

34. The system of claim 33, wherein said data communication link comprises a user connection over at least one of (i) the internet; (ii) an intranet; or (iii) a website.

35. A method for implementing an entity drug free workplace policy comprising the steps of:

(a) formulating the drug free workplace policy;

(b) identifying and storing in a first database processing instructions and digital data relating to a method for at least one of:

- (i) training a designated employee representative;
- (ii) training an employee as to the drug free workplace policy;
- (iii) training a supervisor as to an employee activity not in compliance with the drug free workplace policy;

- (iv) selecting one or more collection center service providers to collect an employee sample for a drug;

- (v) selecting one or more laboratory test service providers to analyze said employee sample for said drug;

- (vi) selecting one or more service providers to review an employee drug test result;

(c) selecting randomly at least one employee from among a plurality of employees for a drug use test;

(d) collecting a test specimen from said random-selected employee, digitally encoding the identity of the employee, and submitting said digitally identified test specimen for drug testing;

(e) determining a value for a drug analyte in said digitally identified test specimen;

(f) storing said identity of said employee and said digital drug analyte value in a secured second database; and,

(g) providing secured access to said second database only to designated delegates of said entity,

wherein at least one of said steps (a)-(g) is performed through digital electronic apparatus.

36. The method of claim 35, further comprising monitoring said drug free workplace policy by auditing, authenticating and certifying completion of steps (a) through (g).

37. The method of claim 35, further comprising confirming said drug free workplace status of said entity by auditing, authenticating and certifying completion of steps (a) through (g).

38. The method of claim 35, further comprising the step of:

(h) providing said designated employee representative with a remote access to said processing instructions and said data stored in said first database.

39. The method of claim 35, further comprising the step of:

(i) providing said reviewing service provider with a remote access to said digital employee identity and said digital drug analyte value stored in said second database.

40. The method of claim 36, further comprising the step of:

(j) providing said designated employee representative with a remote access to said reviewing service provider.

41. A method for monitoring drug usage among a human entity population, said method comprising the steps of

(i) establishing a drug control policy for the entity population;

(ii) identifying and training a designated representative to implement said policy;

(iii) informing members of the entity population as to said drug free workplace policy;

(iv) selecting a collector center and collecting a test specimen from a member of said Entity population; and,

(v) selecting a testing laboratory and introducing said test specimen into a drug test assay at said testing laboratory;

wherein said method is conducted at least in part by digital electronic apparatus employing computer processing to effect each of said steps (i) through (v), and wherein each of said steps (i) through (v) is performed substantially in ordinal series.

42. The method of claim 41, further comprising the step of training supervisory personnel of the entity as to legal guidelines for drug testing of employees, wherein said step is implemented at least in part by computer processing, and wherein said step is performed substantially after step (ii) and before step (iii).

43. The method of claim 41, wherein completion of each of said steps is audited, authenticated and certified by digital electronic apparatus.

44. The method of claim 43, further comprising the steps of data handling and transmission of a drug test assay result to a reviewer in a secure manner, wherein said data handling and transmission steps both include a high level of security.

45. The method of claim 44, wherein said data transmission step comprises at least in part transmission over a distributed computer network.

46. The method of claim 45, wherein said entity population comprises employees of an organization, and said designated representative comprises a designated employer representative.

47. A method for implementing a drug free workplace program comprising the steps of:

(i) providing at least one digital electronic training module for providing instruction an employer drug use policy; and

(ii) providing at least one digital electronic implementation module for processing instructions and data relative to employee compliance with said drug use policy,

wherein said training and implementation modules both comprise software programs suitable for processing by a computer operating system.

48. The method of claim 47, wherein said training and implementation modules each individually comprise more than two constituent software modules.

49. The method of claim 48, further comprising the steps of recording and storing in a session log a user action relating to execution of a processing instruction in both of said modules.

50. The method of claim 49, further comprising the step of auditing the stored recorded data in said session logs to verify a substantial compliance with a drug free workplace program, wherein said compliance comprises meeting both a minimum defined requirement for training and a minimum defined requirement for implementation of a drug free workplace policy.

51. A method for controlling employer costs associated with possible employee drug usage, comprising the steps of:

(i) identifying at least one employee drug use policy-related cost selected from (a) productivity loss; (b) insurance risk; (c) regulatory risk; (d) litigation costs; and

(ii) formulating an employer drug free workplace program seeking reduction of at least said cost,

wherein said program is implemented in stepwise, electronic-media-assisted, high-security fashion, and wherein historical data documenting said program implementation is maintained.

52. The method of claim 51, wherein said electronic media comprise computer processing.

53. The method of claim 52, wherein said computer processing comprises communication over at least one distributed data network.

54. The method of claim 53, wherein said computer processing comprises the step of controlling user access to stored program-related data.

55. The method of claim 54, wherein said access control comprises selecting specific centrally-stored data relating to one of (i) program training and (ii) program implementation for display to a remote user based on the user's access privileges.

56. The method of claim 55, wherein said network comprises at least one of:

- (1) an intranet;
- (2) a website connection; and
- (3) the internet.

57. A method for implementing a drug free workplace policy at an entity site, said method comprising the steps of both:

- (i) establishing through digital electronic apparatus a drug free workplace policy; and,
- (ii) training through digital electronic apparatus a designated employer representative.

58. The method of claim 57, further comprising the step of training through digital electronic apparatus employees of the entity as to said drug free workplace policy.

59. The method of claim 57, further comprising the step of training through digital electronic apparatus supervisory personnel of the entity as to legal guidelines for drug testing of employees.

60. The method of claim 57, further comprising the step of selecting through digital electronic apparatus a collection center for collection of a test sample from at least one employee of the entity.

61. The method of claim 57, further comprising the step of selecting through digital electronic apparatus a testing laboratory for introduction of said test sample into a drug test assay.

62. The method of claim 61, further comprising the step of introducing said test sample into the drug test assay at said testing laboratory, conducting the drug test assay to obtain test results, and taking further action responsive to a report of said test result for the employee if said test result indicates the presence in said test sample of a substance prohibited by said policy.